Women's Policy Office

Annual Report

2002-2003

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GOVERNMENT OF
NEWFOUNDLAND
AND LABRADOR
Women's Policy Office

April 1, 2004

In accordance with government's commitment to accountability, I am pleased to submit the Annual Report of the Women's Policy Office. The report was prepared under my direction and documents the activities and outcomes of the Women's Policy Office from April 1, 2002 to March 31, 2003.

JOAN BURKE, MHA
Minister Responsible for the Status of Women

INTRODUCTION

Reporting to the Minister Responsible for the Status of Women, the Women's Policy Office is one of two key programs that are mandated to improve the status of women in Newfoundland and Labrador. The other program is the Provincial Advisory Council on the Status of Women. This agency tables its own annual report.

The Women's Policy Office undertakes the following core lines of business:

Legislation, Policy and Program Analysis: The Women's Policy Office provides assessment tools, training, support and guidance to departments for gender inclusive analysis in the development of legislation, policy, programs and services.

Vision

A Newfoundland and Labrador where women achieve economic equality, receive equitable treatment and fair access to opportunities, participate fully in decisions which affect them and their communities, and are free

Coordination: The Women's Policy Office coordinates and consolidates information on women's issues that cross departmental responsibilities. By actively promoting the involvement of women in consultation processes, appointments to boards and in other decision making processes, their perspectives are further integrated into government's decision making processes.

Achievement of Women's Issues in the International and National Environment: The Women's Policy Office participates as a member of the Federal/Provincial/Territorial Status of Women's Forum. Through its participation on this forum, the province not only contributes to the improvement of the lives of women at home, but in Canada and around the world.

Regional Women's Centres: The Women's Policy Office supports community efforts by providing grants to eight Status of Women Councils for the operation of Women's Centres across the province. These centers provide grassroots information, referral, education and support to women in communities on critical legal, health, economic and social equality issues.

Mandate

To advance women's social, legal and economic equality in Newfoundland and Labrador by undertaking special initiatives and helping develop gender inclusive legislation, policies and programs based on research and consultation with women and women's organizations.

Studies and Research: The Women's Policy Office maintains a public library on women's issues and conducts research to assess the current status of women, as well as to identify systemic inequities and highlight data or information gaps.

Violence Prevention Initiative: The Women's Policy Office facilitates the implementation of the provincial Violence Prevention Initiative. Through coordinating, facilitating and collaborating government and community partners promote public awareness on violence, develop and deliver training programs and conduct research. The Violence Prevention Initiative also provides grants for six Regional Coordinating Committees as well as the Provincial Association Against Family Violence and the Sexual Assault Crisis and Prevention Center.

Community Liaison and Communications: A primary function of the Women's Policy Office is consultation with women and women's organizations to identify ongoing and emerging issues of special concern. The office also undertakes public awareness initiatives, such as International Women's Day and Violence Prevention Week activities.

Financial and Administrative Management: In 2002-2003, the Women's Policy Office had a budget of $1,685,300 and human resources consisting of eight permanent positions and one contractual position dedicated to the Violence Prevention Initiative (see Appendix A). The budget included funding for the Provincial Advisory Council on the Status of Women and the five-year Violence Prevention Initiative. This budget represents a four percent increase over 2001-2002 and continuation of an upward trend in funding. Approximately 50 per cent of the division's budget is spent in communities through grants. In November 2002, the Women's Policy Office filled the positions of Director of Research and Planning and the Research and Planning Analyst position.

The Women's Policy Office is a division of the Department of the Executive Council.

SHARED COMMITMENTS

The Women's Policy Office worked in partnership in 2002-2003 as its core approach to achieving its vision and mandate. These partnerships included working collegially and in collaboration with municipal, provincial and federal departments and agencies, community funded organizations, corporations, stakeholders and others involved in equality seeking activities. Key partnerships in 2002-2003 included:

Federal/Provincial/Territorial Activities: The Women's Policy Office contributed to national and international issues of importance relating to women including advancing the United Nations Beijing 1995 Declaration of Women's Needs at the Federal/Provincial/Territorial table.

Eight Status of Women's Centers: The Women's Policy Office funded the operation of eight Women's Centers in the province and worked in partnership with them on the development of studies and reports that analyze and profile the needs of women.

Corporations: The Women's Policy Office liaised with corporations in the province to assist them in developing policies and programs to strengthen women's access to economic and employment opportunities.

Provincial Association Against Family Violence and the Sexual Assault Crisis and Prevention Center: The Women's Policy Office contributed funding of $20,000 and $5,000 respectively, to the above-noted organizations through the Department of Health and Community Services.

Special Interest Women's Organizations: The Women's Policy Office liaised with and worked with a variety of special interest women's organizations including the Women in Resource Development Committee, the Women's Health Network and the Newfoundland and Labrador Organization for Women Entrepreneurs.

By working in partnership with others, the Women's Policy Office better understood the social and economic needs of women at the community level, in business and within all areas of government responsibility. The Women's Policy Office also facilitated linkages of issues and groups on equality seeking matters. Through this enhanced level of collaboration and facilitation, the office influenced changes in legislation, policy, services and programs.

HIGHLIGHTS AND ACCOMPLISHMENTS

The Women's Policy Office is pleased to outline the following key achievements for the year 2002-2003:

- The Government of Newfoundland and Labrador allocated an additional $50,000 to the Provincial Advisory Council on the Status of Women to support core activities. The board of the Advisory Council was appointed for a three-year term.
- A new Women's Centre was opened in Grand Falls-Windsor and received $50,000 for its operations from the Government of Newfoundland and Labrador, as did the other seven Women's Centres in the province.
- The Women's Policy Office provided leadership in the coordination, research, administration and evaluation of the Violence Prevention Initiative, in partnership with the departments of Health and Community Services, Youth Services and Post Secondary Education, Human Resources and Employment, Justice, Education, Labrador and Aboriginal Affairs, the office of the Strategic Social Plan, the Newfoundland and Labrador Housing Corporation and with the six regional coordinating committees and the four pan-provincial community organizations.
- Twenty-eight Violence Awareness and Action Training sessions were delivered and 450 people were trained.
- The Women's Policy Office responded to the *Prime Minister's Task Force on Women Entrepreneurs* recommending supports needed by women in business in the province.
- The Women's Policy Office analyzed 42 submissions under the Environmental Assessment Process for gender equity. The Women's Policy Office recommended gender balance actions for 38 of these applications requesting more substantive human resource plans.
- The Women's Policy Office was successful in setting equity conditions within major development projects, including a requirement for the Voisey's Bay Nickel Project to establish a women's employment plan as part of a human resource plan that was to be approved by the Minister of Mines and Energy.
- Husky Oil undertook a number of diversity initiatives based on its requirement to include gender in its employment program.
- The Women's Policy Office was successful in setting conditions of release that required Corner Brook Pulp and Paper to provide information, data and analysis on employment by gender and the Trans Labrador Highway project to assess socio-economic impacts, with specific information on the 2,800 seasonal construction jobs it would create.
- The Labour Market Development Agreement and the Employment Equity Grants programs were evaluated for gender balances.

- The report *Workplaces that Work: Creating a Workplace Culture that Attracts, Retains and Promotes Women* was completed in partnership with the Federal/Provincial/ Territorial Ministers and the report *Moving Toward Safety: Responding to Family Violence in Aboriginal and Northern Communities in Labrador* was completed in partnership with the departments of Labrador and Aboriginal Affairs and Health and Community Services.

- The Department of Justice undertook an evaluation of their Victim Services Program and produced a report *Strengthening the Voice of Children: Responding to the Needs of Children in the Justice System.* The evaluation was funded by the Violence Prevention Initiative.

- The Women's Policy Office reviewed all papers to Cabinet on appointments and nominated women to sit on five government boards, agencies and commissions.

THE STATUS OF WOMEN

- **Violence** - In 2002, women comprised 85 per cent of criminal harassment victims and 75 per cent of sexual crime victims. In the previous year, women comprised 72 per cent of criminal harassment victims and 75 per cent of sexual crime victims.

- **Income** - In 1995, women's average total income was 61 per cent of men's and average earnings were 64 per cent of men's. In 2001, women's average total income was 64 per cent of men's and average earnings were 61 per cent of men's. In 1997, women's average hourly wage was 79 per cent of men's. In 2002, women's average hourly wage remains 79 per cent of men's. In 1995, women headed 43 per cent of low income households. In 2001, women headed over 62 per cent of low income households. In 2002, women headed over 92 per cent of single parent families in subsidized housing.

- **Employment** - In 1997, women comprised 45 per cent of the labour force, 41 per cent of those working full-time and 70 per cent of those working part-time. In 2002, women comprised 46 per cent of the labour force, 43 per cent of those working full-time and 69 per cent of those working part-time. In 1997, women comprised only three per cent of those working in trade related occupations, eight per cent of those working in occupations related to primary industry and 11 per cent of those working in natural and applied science occupations. In 2002, women comprised six per cent of those working in trade related occupations, 14 per cent of those working in occupations unique to primary industry and 19 per cent of those working in natural and applied science occupations. In 1991, women headed over 82 per cent of lone parent families. In 2001, the number of lone parent families has increased and women still head 82 per cent. Women comprise the majority of individuals doing unpaid work for childcare, housework and senior care.

- **Education** - In 2002, women comprised over 62 per cent of full-time enrolment at Memorial University. Women comprised 20 per cent of enrolment in engineering and applied science programs and 30 per cent of enrollment at Marine Institute. However women comprised 59 per cent of enrolment in business administration and 58 per cent of enrolment in medicine. Within private colleges, women comprised 52 per cent of enrolment. However, women comprised less than five per cent of enrolment in programs related to automotive, carpentry, construction, heavy equipment, pipefitting and welding.

- **Leadership** - In 2002, women comprised 31 per cent of women in key leadership and decision making positions throughout the province.

OUTCOME OF OBJECTIVES

The Women's Policy Office has identified four goals along with specific strategies to advance women's social, legal and economic equality in Newfoundland and Labrador. In 2002-2003, women made progress in closing the wage gap and continued to broaden their representation in non-traditional occupations. These achievements are critical to realizing women's equality in our society. However, women continue to be the majority of violence victims and represent the face of poverty in our province and in our country. While there have been strides toward realizing gender equity, there are still barriers to overcome.

Goal 1: **Effective, accessible services and supports across the province for victims of violence and, in the long term, a reduction in the incidence of violence against women, children, the elderly and others who are at risk.**

In 2002 the Federal/Provincial/Territorial Ministers Responsible for the Status of Women released a report entitled, *Assessing Violence Against Women: A Statistical Profile*. The report identified that *"violence against anyone is unacceptable whether it is directed against children, women, men, seniors, people with disabilities, visible minorities, or anyone else."* Health Canada also recognizes that, *"violence against women ... is rooted in the social, economic and political inequality of women."* Statistical data indicates that women represent the vast majority of sexual assaults and spousal assaults and violence against women tends to be more severe, frequent and cause more serious physical and psychological injury. Since social and cultural roots of violence are based in inequality, violence against women in our society impedes the ability of women to achieve equality. Violence against women continues to be a significant and persistent social and economic problem in Canada and in Newfoundland and Labrador with serious impacts on our health, justice and social services systems. The measurable health related costs of violence against women in Canada exceed $1.5 billion a year. These costs include short-term medical and dental treatment for injuries, long term physical and psychological care, lost time at work, and use of transition homes and crisis centers.

As shown in the Statistical Compendium, Table 1(Appendix B), in 2002, the Royal Newfoundland Constabulary reported female victims in the majority of murder, attempted murder and conspiracy to commit murder reports. Women also comprised over 75 per cent of sexual assault victims, 80 per cent of other sex crime victims and 85 per cent of reported harassment victims.

To achieve its goal, the Women's Policy Office strategy has been to: (i) increase coordination of services to victims of violence at the regional and provincial levels, as well as across departments and with community service groups; (ii) improve services in the areas of prevention, crisis and recovery interventions; and (iii) establish a framework for ongoing anti-violence work including government and community partners in a continuous improvement process beyond the five-year Violence Prevention Initiative.

The Violence Prevention Initiative of the government is a five-year, interdepartmental, government-community initiative, lead by the Women's Policy Office, to address systemic issues associated with violence in the province. The goals of the Violence Prevention Initiative are to: (i) increase coordination of services to victims of violence at the regional and provincial levels, as well as across departments and within the community services; (ii) establish an anti-violence framework for ongoing anti-violence work including government and community partners in a continuous improvement process beyond the five-year mandate of the Violence Prevention Initiative; and (iii) reduce violence through increased public education and awareness.

In 2002-2003, the Women's Policy Office provided leadership, coordination, research, administration and evaluation activities to support the development of the Initiative, in partnership with other government departments and community organizations. Government partners included: Health and Community Services, Human Resources and Employment, Justice, Youth Services and Post Secondary

Employment, Education, Labrador and Aboriginal Affairs, the Newfoundland and Labrador Housing Corporation and the office of the Strategic Social Plan. Community partners included six regional coordinating committees and four pan-provincial organizations: (i) Citizen's Crime Prevention Association of Newfoundland and Labrador; (ii) Provincial Advisory Council on the Status of Women; (iii) Provincial Association Against Family Violence; and (iv) Seniors' Resource Centre.

In 2002-2003, the following specific accomplishments were achieved:

- $295,000 was provided by the Violence Prevention Initiative to six regional committees and two provincial committees to coordinate services and promote violence awareness. In addition to improved coordination of regional services, this allocation of funds resulted in several conferences, workshops, and other special events engaging the community in violence prevention awareness.

- A Violence Awareness and Action Training (VAAT) program was developed. Advanced Train the Trainer workshops were delivered to 90 VAAT facilitators in six regions of the province. Six interdepartmental/community VAAT planning teams were established. These teams organized a total of 28 VAAT sessions which trained 450 people.

- A Provincial Coordinating Committee (PCC) was established as an advisory committee to Ministers responsible for the Violence Prevention Initiative (Health, Education, Human Resources and Employment, Justice, Youth Services and Post-Secondary Education, Labrador and Aboriginal Affairs, and Minister Responsible for Status of Women). The PCC has a membership of 20 government and community representatives. The Committee was instrumental in the development of the VAAT program, and is currently developing a model for government-community collaboration to be used by partner departments of the Violence Prevention Initiative.

- The partner departments in the Violence Prevention Initiative continued to use the *Interdepartmental Anti-Violence Policy Framework* implemented in 2000 which is an approach to using a "violence prevention lens" in developing social policy. The framework outlines each department's commitment to strengthening policy related to violence prevention. An outcome of its use in 2002 was the release of the report: *Moving Forward: Responding the Needs of Victims of Violence* by Human Resources and Employment, which resulted in several policy changes in their income support program to improve services to victims of violence.

- The Violence Prevention Initiative developed a provincial communications plan which furthered public awareness on violence prevention. This included the production of an information kit, a violence prevention website, and the inception of Violence Prevention Month in February 2002 with regional public awareness events held by various agencies, government departments and community groups. A public attitudes survey on violence was also completed in Newfoundland and Labrador in 2002.

- The Justice Issues Committee produced the report, *Strengthening the Voice of Children: Responding to the Needs of Children in the Justice System*. The report included several recommendations to the departments of Justice and Health and Community Services, some of which were acted upon in 2003-2004. The committee also held meetings with judges in the St. John's region which resulted in changes being made to courtrooms to make them more child friendly.

- The Violence Prevention Initiative funded the following research projects aimed at improving services to victims of violence: *Moving Toward Safety: Responding to Family Violence in Aboriginal and Northern Communities of Labrador*; an *Evaluation of the Victim Services Program*; a *Survey of Service Providers to Victims of Violence* and a *Violence Indicators Report*. The Violence Prevention

Initiative also funded an evaluation of the Violence Prevention Initiative. Additional information is available through the Women's Policy Office.

Goal 2: **Greater participation of women in natural, applied sciences and technology occupations, particularly in the natural resource sectors, the information technology industry and other areas identified through a labour market development strategy.**

Since 1995, women have made progress in improving total income respective to men's. However, average earnings have decreased relative to men's. In 1997, the average hourly wage rate for men in Newfoundland and Labrador was $14.58, while for women it was $11.48. While men earned higher salaries in every income category, the biggest gap in wage rates was in occupations unique to primary industry where women were not sufficiently represented enough to register a significant statistic. In 2002, the overall wage gap remained the same at 21per cent where men earned an average of $16.51 and women earned $13.06. However, women gained more equitable wages in primary industry, processing and manufacturing, management, education and government and health occupations. Again, men earned more than women in every occupation category. In processing, manufacturing and utilities, women earned 34 per cent less than men and in occupations unique to primary industry, women were more highly represented, but earned 41per cent less than men.

In 1997, women in this province comprised approximately 48 per cent of the workforce. However, women made up less than 20 per cent of those who earned over $42,000 annually. Of those employees who earned less than $21,000, almost 64 per cent were women and of those who earned between $21,000 and $42,000, 43 per cent were women. In 2002, women made up 49 per cent of the workforce and made significant improvements in earning higher incomes. Approximately 30 per cent of those employees who earned incomes over $42,000 annually were women. However, of members of the workforce whose incomes are below $21,000 annually, 66 per cent are women.

In 1995, approximately 49,000 households in the province were below the low income cut off. Approximately 43 per cent of those households were headed by males who were identified as the major income earner. Although by 2001, the number of households below low income cut offs had decreased, the majority of those households were headed by women.

Contributing to the wage gap is the higher propensity for women to participate in part-time employment than men. In 1997, of the 157,300 full-time employees in Newfoundland and Labrador, 41 per cent were women. Further, of the 31,900 part-time employees in the workforce, 70 per cent were women. In 2002, women comprised approximately 43 per cent of the full-time workforce and 69 per cent of the part-time work force. Status of Women Canada reports that only 20 per cent of the women between the ages of 25 and 44 working part-time do so as a personal preference. Almost 33 per cent of women between the ages of 25-44 working part-time do so due to child care responsibilities and close to another 30 per cent of women in the same age category working part-time do so because they cannot find full-time work.

While the number of women almost equals the number of men employed in Newfoundland and Labrador, there are still differences in the occupations in which they work. This is significant because women tend to work in a narrow range of occupations where wages are low. In 1997, women made up almost 84 per cent of those working in health occupations and 72 per cent of those working in business, finance and administrative occupations.

Conversely, women constituted only three per cent of workers in trades, transport, equipment operator and related occupations and eight per cent of those working in primary industry occupations. In 2002, the employment of women in health, business and administration and social science occupations decreased, giving rise to women's increased employment in occupations related to processing and manufacturing, primary industry, trades and natural sciences.

Toward improving the work, income and employment status of women, the strategy of the Women's Policy Office to achieve the above-noted goal was to: (i) achieve a more balanced distribution of women throughout a wider range of occupations in the provincial labour force; and (ii) undertake targeted initiatives to increase the participation of women in areas where they are currently under-represented and where there is growth potential and preferred wages.

In 2002-2003, the Women's Policy Office provided gender based analysis on 42 environmental submissions. In 38 of these submissions, the Women's Policy Office recommended that the proponent be encouraged or required to consider gender balance when hiring or awarding contracts. While all comments from departments are provided for the proponent's consideration, some comments set conditions of release from the environmental assessment process and/or environmental assessment guidelines. In 2002-2003, the Women's Policy Office was successful in setting conditions within major projects that have a differential impact on women.

Voisey's Bay

As a condition of release, for the Voisey's Bay Nickel Corporation's (VBNC) hydrometallurgical Demonstration Plant in Argentia, the Women's Policy Office recommended, and was successful in setting, a requirement that VBNC develop a human resource plan for the operations and construction phases of the project subject to the approval of the Minister of Environment. The Women's Policy Office outlined that the plan needed to include a gender based recruitment process, numbers and types of positions needed, required qualifications, potential training, as well as perceived labour supply issues. Potential issues with the construction and operation of the longer-term processing facility were also noted. Consideration must also be given for the local area labour force demographics and employment opportunities for disadvantaged individuals. The human resource plan is also now obligated to contain a women's employment plan. This plan is to set targets and outline how training, recruitment, hiring, retention and advancement of women will take place, particularly in occupations where they have been traditionally under represented. The plan is also to provide a monitoring program to ensure that the goals of the women's employment plan are achieved.

White Rose

In December 2001, the development application for Husky Oil's White Rose project was approved. Husky Oil addressed gender equity issues by making a commitment to include a diversity plan as part of its benefits plan. An additional condition of approval, set by the Canada-Newfoundland Offshore Petroleum Board (CNOPB), was a requirement for Husky Oil to submit a report for approval by the board, describing specific initiatives designed to increase the participation of women and other under represented groups in the industry.

In September 2002, the Women's Policy Office met with Husky officials to discuss the development of a benefits package with a focus on increasing the participation of women in the oil and gas industry. Key issues raised with Husky included: (i) creating a supply of qualified women and promoting the petroleum industry as an employment opportunity; (ii) establishing mentors or role models; (iii) supporting career exploration and educational pursuits; (iv) developing recruitment and hiring practices that reach women; and (v) ensuring a good workplace environment through human resource and harassment policies, scheduling, security and gender sensitivity training.

Toward the diversity objective, Husky undertook a number of initiatives: (i) contracted Community Resource Services Inc. to develop the diversity plan; (ii) provided $20,000 to Women in Resource Development Techsploration Project; (iii) had consultants meet with contractors and management to identify the current environment (e.g. supply, demand, recruitment and retention issues); and (iv) issued letters to contractors indicating that they must comply with the provisions of the approved benefits plan which will include the diversity plan when developed.

Forest Harvesting

Related to the five-year forest management plans, the Women's Policy Office was successful in setting a condition of release that required harvesters to provide information, data and analysis on employment data by gender. Specific initiatives and targets to address the need to increase the level of participation of women was to be identified. An employment monitoring report was also to be submitted on an annual basis, including collection of employment statistics by gender in order to track progress on participation of women and to implement adjustment strategies if employment targets are not being attained.

Trans Labrador Highway

In setting the Environmental Impact Statement Guidelines for the Trans Labrador Highway project, the Women's Policy Office was successful in including a requirement to assess the socio-economic impacts of the project in the region with specific information on the 2,800 seasonal construction jobs to be detailed. Specific numbers by occupation, gender and period of employment, as well as indication of whether these positions are normally filled by local area contractors. Initiatives to increase opportunities for women and Innu people in occupations in which they are under represented were to be described using the experience of employment of women and Innu people for the Red Bay to Cartwright Trans Labrador Highway and construction of site infrastructure at Natuashish and Voisey's Bay to establish targets.

Labour Market Development Agreement

In 2002-2003, the Department of Human Resources and Employment commenced a summative evaluation of the Labour Market Development Agreement (LMDA). Recommendations from the Women's Policy Office regarding the evaluation included: (i) identifying a process for gender inclusive analysis; (ii) data analysis by gender; (iii) inclusion of key informants with expertise on gender to identify key questions/issues for the qualitative analysis and participate in qualitative analysis to provide feedback on program components, results, barriers and success factors; (iv) involvement of women's organizations such as the Women in Resource Development Committee, Women in Successful Employment and Women's Centres in Port aux Basques and Stephenville, which have been involved in employment strategies, as well as the Newfoundland and Labrador Organization of Women Entrepreneurs with respect to self-employment programs; and (v) gender inclusive analysis of the intervention results, program design and implementation.

Employment Equity Grants

On March 14, 2003, the Women's Policy Office participated with the departments of Youth Services and Post Secondary Education and Human Resources and Employment in issuing a request for proposals to evaluate the Employment Equity Grants program. The purpose of the Equity Grants program was to increase opportunities for women's employment in the petroleum sector. The fund was used for two types of programming: (i) a community development program designed to increase the percentage of women employed in the offshore petroleum industry by assisting women to overcome systemic barriers; and (ii) training grants for women entering trades or technology training for petroleum related occupations.

The program provided grants of up to $3,000 to women who had been accepted for a certificate/diploma level training program at a public or private post-secondary institution in a trades or technology occupation related to the petroleum industry. The purpose of this evaluation was to assess the effectiveness and efficiency of the Equity Grants program as a tool to encourage women to enter petroleum related occupations. The contract was awarded to Don Gallant and Associates in the amount of $6,975. The results of the evaluation will be reported in the 2003-2004 annual report.

Task Force on Women Entrepreneurs

On April 7, 2003, Women's Policy Office responded to the Prime Minister's Task Force on Women Entrepreneurs. Women's Policy Office's submission to the task force identified programs offered within the province to enhance the role of women entrepreneurs as well as outlined the challenges women face and the supports needed to facilitate business start-up and success. Challenges identified included: (i) lack of employment opportunities; (ii) balancing work and family demands; (iii) childcare; (iv) access to maternity benefits; and (v) accessing credit. The Women's Policy Office identified the following supports needed including: (i) micro-credit lending programs targeted at women requiring loans of up to $5,000 for business start-up and expansion; (ii) maternity and sick benefits program for self-employed persons; (iii) enhanced support for childcare, either through greater access to affordable childcare programs or in tax deductions that reflect the actual cost of care; (iv) improvement of existing programs, such as Human Resources Development Canada Self-Employment Benefits (SEB), to be more responsive to women's needs and more timely in their support; (v) more flexibility in government contracted services to support business development that would allow funding for childcare while women take self-employment training or business plan development; and (vi) more flexible business development programs through federal agencies such as Atlantic Canada Opportunities Agency which target the start-up and expansion of businesses for women regardless of the sector they are operating, and at the lending level requested by women entrepreneurs.

Education

Education remains a barrier to women achieving income and employment equality. Therefore, to achieve equitable employment and income status for women, their participation in a broader range of education and training must be enabled and unencumbered. While women are actively participating in post-secondary education programs, there still exists a dichotomy between men and women enrolled in resource and industrial training. It is in these industries where the highest wage gaps are evident.

In 2002, total full-time enrolment at Memorial University of Newfoundland was 12,378. Of the students enrolled, 62 per cent were women. While women still dominate education programs such as nursing and social work, women have gained prominence in programs such as business administration, medicine, science, forestry, human kinetics and recreation. In engineering and applied science, women comprise only 20 per cent of enrolment and 30 per cent of enrolment in Marine Institute programs.

In the private colleges across the province, women made up 52 per cent of enrolment in 2002. However, there is high polarization of males and females in various trades. Approximately 33 of the courses offered by private colleges in 2002 attracted 100 per cent female enrolment and 26 of the courses offered attracted 100 per cent male enrolment. Women comprised almost 100 per cent of enrolment in areas of early childhood education, office administration, esthetics, hair styling and tourism. Men comprised almost 100 per cent of enrolment in areas of carpentry, automotive, steamfitter/pipefitter, heavy equipment and welding.

In 2002-2003, the Women's Policy Office continued discussion with Marine Institute regarding strategies to increase female enrolment. In 2002, Marine Institute was successful in securing funding from the LMDA to establish a Marine Careers Secretariat whose primary objective is to increase awareness of marine career opportunities.

The Women's Policy Office is represented within the Secretariat and participates in the working group. The Marine Careers Secretariat drafted a plan of action to: (i) enhance the image of marine careers; and (ii) undertake a marine career opportunities study.

Goal 3: **Achieve equitable results of government programs and policies for women and men.**

The status of women in Newfoundland and Labrador is reflected in all aspects of our society's economic and social well being. Economic statistics reveal that from 1995 to 2002, women have headed an increasing majority of low income households. Women head over 80 per cent of lone parent families. Women comprise the majority of those in subsidized housing units and perform the majority of unpaid work. Social statistics indicate that women comprise almost 80 per cent of deaths related to unknown conditions, smoking among females is rising and women have a higher probable risk of depression.

Government policies and programs play a significant role in balancing economic and social inequities for populations at risk. Toward maximizing government's impact on achieving equitable outcomes for men and women, the strategy of the Women's Policy Office has been to: (i) increase the number of government legislation, policies and programs that have incorporated a gender inclusive analysis to reflect the realities of women's lives; and (ii) improve awareness within key policy and decision makers within government of the inequities experienced by women, the differential impacts of legislation, policies and programs on women and the approach required to ensure that women's perspectives and experiences are considered in the development process.

Income Support

In December 2002, the Department of Human Resources and Employment introduced a new *Income and Employment Support Act*. The Women's Policy Office participated in the extensive consultation process undertaken by the Department of Human Resources and Employment and supported its progressive revisions which included the following: (i) income, employment and career supports linked legislatively for the first time; (ii) plain language with a focus on transparency; (iii) guiding principles and service standards to ensure responsiveness; (iii) flexible use of income support funds for employment support at the client's request; (iv) introduction of regular rate reviews, legislative reviews and appeals for employment supports; (v) inclusion of a current or former client on the appeal board; and (vi) introduction of time frames for internal reviews, appeals and decisions.

Changing Work Culture

Throughout 2002-2003, the Women's Policy Office has worked with the Federal/Provincial/ Territorial Ministers responsible for the Status of Women on *Workplaces that Work: Creating a Workplace Culture that Attracts, Retains and Promotes Women.* The report is targeted at employers to encourage them to make changes in their workplace culture that will help attract and retain women. Increased participation of women in the workplace is reported to result in higher levels of job satisfaction, lower absenteeism, enhanced retention, and the reduction of costs associated with work disruptions and lost productivity. Strategies recommended in the report include: (i) accommodating the family responsibilities of employees; (ii) competing more effectively to be an employer of choice; (iii) improve decision making by leveraging diverse perspectives; and (iv) improving the return on investment in people.

Curriculum Development

The Women's Policy Office provided assistance to the Department of Education on ways to present an inclusive gendered perspective within its Grade 8 curriculum materials.

Recommendations for the curriculum guide included: (i) use objects (e.g. textile tools to demonstrate or recount historical work performed primarily by women); (ii) rather than have a one chapter on the role of women, provide a gendered component in any or all of the curriculum outcomes; (iii) consider the impacts of project development on men versus women; and (iv) consider how the status of women has changed since Confederation.

The review of curriculum materials related to Grade 8 History is ongoing and the piloting of materials began in September 2003. The target date for implementation is September 2004.

Student Aid

A number of changes to the provincial student loan program were implemented in 2002-2003. These changes followed a comprehensive review of the existing program and consultation with stakeholder groups including the Women's Policy Office. Most significant to single parents was the introduction of a new debt reduction grants program to replace the loan remission program. Flexibility was incorporated into the new program to accommodate the needs of single parents. Regarding the issue of eligibility for childcare, Youth Services and Post Secondary Education also eliminated the requirement of a birth certificate identifying both parents, and replaced it with a requirement for a birth certificate and confirmation that the applicant was receiving the Child Tax Credit. To address other student aid issues that impact primarily on women, an advisory committee with representatives from the Women's Policy Office, Human Resource and Employment and Youth Services and Post Secondary Education was established.

Housing

In Budget 2002, the Government of Newfoundland and Labrador announced continued support social housing. Approximately $72.3 million was spent through the Newfoundland and Labrador Housing Corporation to assist families and individuals access suitable and affordable housing. As of March 31, 2003, the Newfoundland and Labrador Housing Corporation reported 6,815 housing units and an occupation rate of 95 per cent. Of the 2,443 single parents accommodated in social housing through Newfoundland and Labrador Housing Corporation, approximately 93 per cent are women and of the 1,840 single occupants, almost 75 per cent are women. In August 2003, 505 approved applicants were on the waiting list for subsidized housing. Of these households on the waiting list, 65 per cent were headed by women.

The Interdepartmental Committee on Social Supportive Housing released a study on the current situation with respect to social housing in the province. Following the study release, the committee developed an action plan to see the development of a provincial strategy on supportive social housing. The Women's Policy Office was invited to participate on this committee. This strategy is expected to be released in 2003-2004.

Legal Aid / Custody and Access

In March 2001, the Gander Status of Women Council presented the report, *Gender Matters: An Equity Analysis of Legal Aid* which stated that women's access to Legal Aid is unfairly limited; they are more likely to need Legal Aid in relationship breakdowns; and represent the majority of applications for child support and peace bonds, as well as those charged with summary convictions, for all of which no Legal Aid is provided. The Council highlighted that victims of violence are less likely to get assistance than the perpetrators. Recommendations in the report focus on: addressing these systemic issues and the training needs of staff, as well as establishing clear service policies for staff and clients.

A report released in October 2002 by the Gander Status of Women's Council entitled, *In Whose Best Interests: Women, Custody and Access in Newfoundland and Labrador,* presented key concerns raised of women's groups across the country concerning changes proposed to the federal *Divorce Act.*

The report recommended there be no presumption of shared parenting, family violence be an issue in custody and access decisions, custody and support not be linked, and mediation not be mandatory.

Since Fall 2002, the Women's Policy Office has raised these issues within government such that: (i) government recognizes that Legal Aid, custody and access are significant issues for women, particularly in situations where violence has been involved; (ii) the concerns of women in this province around changes to the *Divorce Act* have been, and will continue to be, put forward by both the Minister of Justice and the Minister Responsible for the Status of Women; and (iii) the issues around how the *Divorce Act* is applied in the province as well as the recommendations of the Gander Status of Women Council on Legal Aid are

being reviewed by the Department of Justice and the Legal Aid Commission to see where changes can be made to improve service delivery.

Interjurisdictional Support Orders Act

On March 31, 2003, the *Interjurisdictional Support Orders Act,* under the Department of Justice, came into effect. The *Act* is intended to improve the way child and spousal support orders are obtained and enforced between provinces. The legislation provides that changes in support orders require one hearing instead of two where the applicant lives in one province and the respondent lives in another. This is intended to save the participants time and expense of going to court.

While Federal/Provincial/Territorial Justice Ministers across the country had committed to introduce such legislation, a gender based analysis on the legislative model had not been conducted. Therefore, the recommendation of the Women's Policy Office was accepted in that the Department of Justice would undertake a process to identify and meet applicants' support needs, to seek feedback from applicants regarding the new process once it is in place, and to implement an evaluation process.

Goal 4: Reflect women's perspectives and experiences in the planning and decisions for economic and social development at the community, regional and provincial levels.

One of the cornerstones of social equality is equal decision making power. Women have a vital contribution to make to the social, political, and economic development of the province. However, women are not yet equally or adequately represented in the decision making processes of our society. The World Bank has recognized that countries which focus on narrowing the gender gap progress more rapidly economically, and have less corruption in public life. It is important that women participate in political and other decision making roles so that our system of governance will be more balanced, comprehensive and relevant for all people of the province.

Toward this goal, the strategy of Women's Policy Office has been to: (i) increase the number of women in leadership and decision making roles at the community, regional and provincial levels; and (ii) strengthen the capacity in communities to undertake equity seeking work.

Leadership indicators within the Province of Newfoundland and Labrador show that progress in electing, appointing and promoting women to positions of power and decision making has been slow. In 2002-2003, within the Government of Newfoundland and Labrador, the House of Assembly had 48 elected members, eight of which were women (17%). Although five of these women were appointed to Cabinet positions, women comprised only 26 per cent of 19 provincial Cabinet members. Newfoundland and Labrador lagged behind the federal government with respect to elected female representation. Within the federal government system, the House of Commons had 298 elected members, 21 per cent of which were women. Within the federal Cabinet, women comprised 41 per cent of 39 ministerial appointments and within the Senate, women comprised 35 per cent of 98 senators. Within the reporting year Newfoundland and Labrador had no elected female representation within the federal government.

Of the 1,170 members serving on government agencies, boards and commissions, 34 per cent were female. Within the provincial civil service, of the 981 employees in management positions, 28 per cent were female. As of June 11, 2003, approximately 1,761 people were elected to serve in municipal politics. Of those elected, 29 per cent were women.

In 2002-2003, the Women's Policy Office had the opportunity to nominate and support the nomination of women to serve on five government agencies, boards and commissions: (i) Private Training Corporation Board; (ii) Provincial Advisory Council on the Status of Women; (iii) Newfoundland and Labrador Liquor Corporation; (iv) Multi-Materials Stewardship Board; (v) EDGE Evaluation Board; and (vi) Small Business Advisory Council.

Additionally, the Women's Policy Office developed a pamphlet which encouraged women to seek appointment to government, agencies, boards and commissions and provided information on how the nomination process works. To allocate resources more effectively on the issues of women in leadership, the Women's Policy Office started an initiative to update and revise its database of women interested in serving on agencies boards and commissions, expand its nomination network; identify key boards and develop a new protocol for soliciting nominations appointing more women to serve on government agencies, boards and commissions.

Advisory Council on the Status of Women

Mandated by provincial legislation to advise the Minister Responsible for the Status of Women, the Provincial Advisory Council on the Status of Women performs an essential function in assisting with the gender inclusive analysis of policies and programs. The council also facilitates community development by assisting women to mobilize around issues of critical importance to them. As part of the community development process, the Council encourages and supports women to come forward for leadership roles as appointed members of boards, elected representatives on municipal councils and school boards, and as participants in other important decision making arenas. The voice and perspective of women are vital to the welfare of communities and necessary for government in its creation of policies and programs which are truly gender inclusive.

In Budget 2002, government allocated an additional $50,000 to the Provincial Advisory Council on the Status of Women to ensure they have sufficient core funding to bring forward to government issues of importance to women, conduct consultations and analyze the social, economic, health and legal status of women in this province.

On March 7, 2003, government announced the appointment of the board of the Provincial Advisory Council on the Status of Women for a three-year term. Representatives bring a strong background in women's issues, experience from a number of sectors and good regional representation. Among those appointed were Joyce Hancock as president and Susan Hollett as vice-president. Other re-appointees included: Phyllis Artiss, St. John's; Joan Wilson, Port aux Basques; Dorothy Fewer, Grand Falls-Windsor; and Frances Murphy, Nain. The board also included five new appointments: Jacqui Winter, Wabush; Bernice Hollett, Happy Valley-Goose Bay; Evie Newton, Corner Brook; Janice Hayne-Jamieson, Swift Current; and Michelle Boutcher, St. John's.

Central Status of Women Council

In 2001, $26,000 was granted to a group in the Grand Falls-Windsor area to assess the need for a women's centre in the region. An interim report was presented to the Minister on February 28, 2002 which indicated a need for a women's center in the Central-West area. In 2002-2003, a Status of Women Council was formed and they opened a new Women's Centre in June 2002. The provincial government provided $50,000 for the operation of this centre and to each of seven others throughout Newfoundland and Labrador. These centres offer direct services to women, mobilize community involvement in issues affecting women and undertake projects to advance the status of women.

CHALLENGES AND OPPORTUNITIES

While progress has been made, there is still much work to be done for women to reach full equality with men. Often the inequities are hidden and only become clearly visible when the results of a program or policy are assessed. It will be important to learn from these past results and involve women in policy discussions to share their experiences.

The changing structures of both our social and economic environment of Newfoundland and Labrador needs to be understood so legislation, policies and programs can be redesigned to reflect the new realities of single family households, the predominance of part-time work for women, the lower wage challenges that women face as well as increasing elder care responsibilities and a shifting economy to resource based industries, tourism and information technology.

Another significant factor is the long-term nature of strategies being developed to address the new economic opportunities for women. For example, the Voisey's Bay and the White Rose projects are long-term resource based industries requiring both short and long-term plans for the employment of women in areas where they have traditionally not been employed. It will take some time before results of these efforts can be evaluated. Basing decisions on good information upfront will facilitate success, and the challenge is to continue to be vigilant in monitoring progress.

A key challenge in the work of the Women's Policy Office is addressing the large number and wide range of issues affecting women, since its responsibility crosses all departments of government and all policy areas. The Women's Policy Office must keep abreast of women's concerns and relevant research that can support gender inclusive analysis on numerous issues. Since not all areas can be addressed, it must target those which will have the most significant impact and where departments require the most support.

There are a number of positive factors which will assist in advancing the status of women in the future. The presence of strong equality seeking women's organizations is essential, as is increased knowledge and commitment within government departments. Building on these strengths, the Women's Policy Office will continue to focus on the strategic issues outlined in this report. Follow up with companies on their commitment to increase women's employment in resource development projects and the Violence Prevention Initiative will be key priorities.

APPENDIX A: BUDGET AND ORGANIZATIONAL CHART

Figure 1

Budget Estimates, Women's Policy Office 2000-2003

	2000-2001	2001-2002	2002-2003
Salaries	366,000	432,400	458,100
Employee Benefits	1,500	1,500	1,500
Transportation and Communication	41,700	54,100	55,700
Supplies	5,800	5,800	5,800
Professional Services	34,100	128,100	120,900
Purchased Services	45,500	87,100	79,200
Property, Furnishings and Equipment	1,500	1,500	1,500
Grants and Subsidies	426,000	702,000	705,000
Provincial Advisory Council on the Status of Women	203,800	207,600	257,600
Total Women's Policy Office	1,125,900	1,620,100	1,685,300

Figure 2

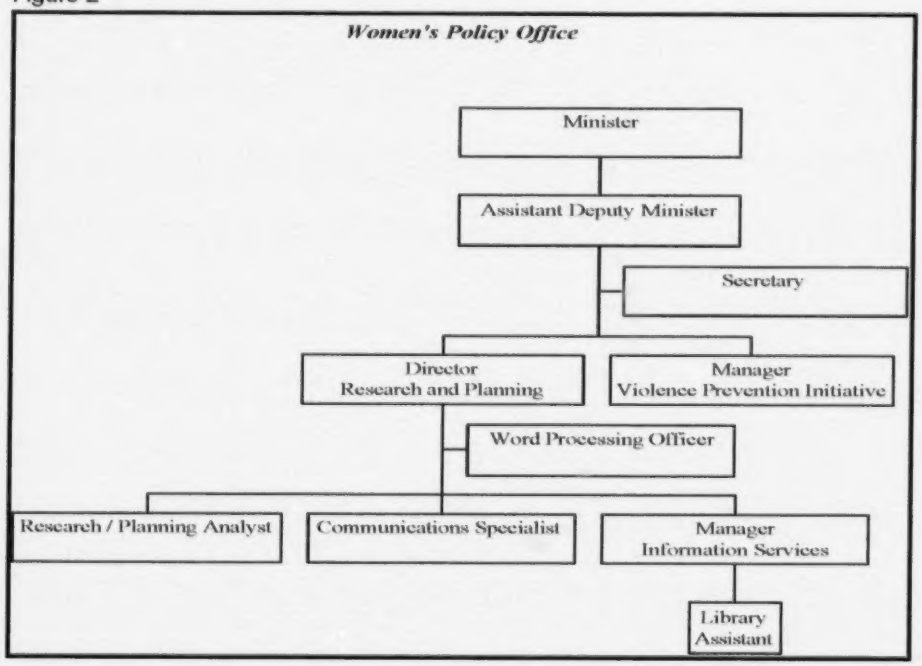

Table 1: Victims of Violent Crimes 2002
Newfoundland and Labrador

	2001		2002	
	Total	Women	Total	Women
Murder 2nd Degree	2	100.00%	1	100.00%
Attempted Murder	1	0.00%	3	66.67%
Conspire Murder	0	0.00%	3	66.67%
Aggravated Sexual Assault	1	100.00%	4	25.00%
Sexual Assault with a Weapon	7	57.14%	2	0.00%
Sexual Assault	257	74.71%	212	75.94%
Other Sex Crimes	10	80.00%	15	80.00%
Assault Level 3	6	33.33%	4	50.00%
Assault Level 2	301	41.53%	282	42.20%
Assault Level 1	1,269	48.46%	1,215	51.03%
Causing Bodily Harm	4	75.00%	1	100.00%
Assaulting a Peace Officer	28	10.71%	31	20.03%
Other Assaults	2	50.00%	3	66.67%
Kidnapping	16	93.75%	9	66.67%
Hostage Taking	3	100.00%	1	100.00%
Abduction under 14	3	66.67%	1	0.00%
Abduction under 16	1	0.00%	1	100.00%
Harassment	100	72.00%	70	85.71%
Uttering Threats	695	49.35%	670	53.13%
Other Violent Causing Bodily Harm	3	33.33%	2	50.00%
Other Violent Violations	0	0.00%	1	100.00%

Source: Royal Newfoundland Constabulary

Table 2: Women's Average Earnings and Income as a Percentage of Men's
Newfoundland and Labrador

	1995	1998	2001
Average Earnings	63.66%	63.71%	60.64%
Average Total Income	61.40%	64.19%	63.83%

Source: Income Trends in Canada, Statistics Canada

Table 3: Women's Average Hourly Wage Rate by Occupation as a Percentage of Men's
Newfoundland and Labrador
Total employees

	1997	2000	2002
Occupations Unique to Primary Industry	0%	52%	59%
Occupations Unique to Processing, Manufacturing and Utilities	61%	62%	66%
Trades, Transport and Equipment Operators and Related Occupations	70%	61%	66%
Sales and Service Occupations	76%	67%	70%
Occupations in Art, Culture, Recreation and Sport	86%	94%	76%
Management Occupations	67%	74%	77%
Business, Finance and Administrative Occupations	81%	81%	78%
Natural and Applied Sciences and Related Occupations	92%	87%	86%
Occupations in Social Science, Education, Government Service and Religion	86%	93%	89%
Health Occupations	84%	90%	95%
Total Employees	79%	76%	79%

Source: Statistics Canada, Labour Force Survey

Table 4: Women in the Labour Force
Newfoundland and Labrador

	1997	2000	2002
Labour Force	44.7%	46.1%	46.3%
Total Employment	45.8%	46.9%	47.4%
Full-Time Employment	40.8%	42.6%	43.4%
Part-Time Employment	70.2%	71.6%	68.7%

Source: Statistics Canada, Labour Force Survey

Table 5: Women's Employment by Occupation
Newfoundland and Labrador

	1997	2000	2002
Trades, Transport and Equipment Operators and Related	3.2%	3.6%	3.5%
Unique to Primary Industry	8.3%	13.7%	13.6%
Natural and Applied Sciences and Related	10.9%	16.2%	18.9%
Unique to Processing, Manufacturing and Utilities	29.7%	30.9%	34.9%
Management	37.3%	42.1%	39.1%
Art, Culture, Recreation and Sport	50.0%	55.0%	56.4%
Social Science, Education, Government Service and Religion	58.6%	56.4%	56.4%
Sales and Service	61.9%	64.7%	63.9%
Business, Finance and Administrative	72.4%	71.0%	70.5%
Health	83.6%	80.8%	79.8%
Total	45.8%	46.9%	47.4%

Source: Statistics Canada, Labour Force Survey

Table 6: Full-Time Enrolment at Memorial University of Newfoundland 2002

	Total	Female	Percent
Arts	3,486	2,400	68.8%
Business Administration	795	467	58.7%
Continuing Education	70	43	61.4%
Education	794	662	83.4%
Engineering and Applied Science	1,115	228	20.4%
Fine Arts	155	106	68.4%
Marine Institute	46	14	30.4%
Medicine	235	137	58.3%
Music	142	99	69.7%
Nursing	841	776	92.3%
Pharmacy	105	74	70.5%
Human Kinetics and Recreation	297	147	49.5%
Science	2,203	1,223	55.5%
Forestry (Sir Wilfred Grenfell College)	45	22	48.9%
Social Work	108	104	96.3%
Unspecified / Other	1,941	1,209	62.3%
Total	12,378	7,711	62.3%

Source: Fact Book 2002

Table 7: Enrolment in Private College Programs 2002
Newfoundland and Labrador

	Total	Female	Percent
Accounting Related	75	51	68.0%
Adult Basic Education	26	10	38.5%
Automotive Related	38	1	2.6%
Aviation Related	168	49	29.2%
Business Administration / Management	188	133	70.7%
Carpentry	103	3	2.9%
Computer / Information Technology	362	120	33.1%
Construction	121	4	3.3%
Criminal / Legal Related Studies	203	142	70.0%
Early Childhood Development	42	42	100%
Hairstyling / Esthetic Related Studies	226	216	95.6%
Heavy Equipment Related Studies	120	0	0%
Home Support Worker	27	26	96.3%
Office Administration	252	249	98.8%
Steamfitter/Pipefitter	92	1	1.1%
Therapeutic Recreation	115	103	89.6%
Travel and Tourism Related Studies	42	2	4.8%
Welding	103	5	4.9%
Other	603	324	53.7%
Total	2,906	1,519	52.3%

Source: Youth Services and Post Secondary Education

Table 8: Women's Annual Income
Newfoundland and Labrador
Total Employees (Thousands)

	1997		2000		2002	
	Total	Women	Total	Women	Total	Women
Under $21,000	69.7	63.99%	70.9	67.28%	71.0	66.34%
Between $21,000 and $42,000	68.1	43.32%	74.1	43.05%	73.8	43.63%
Over $42,000	25.9	18.92%	33.3	21.32%	43.7	29.75%
Total	163.8	48.35%	178.3	49.02%	188.5	49.12%

Source: Statistics Canada, Labour Force Survey

Table 9: Low Income Households
Newfoundland and Labrador

	1995		1998		2001	
	Total	Women	Total	Women	Total	Women
Household Head / Major Income Earner	49,000	42.86%	49,000	59.18%	45,000	62.22%

Source: Income Trends in Canada, Statistics Canada

Table 10: Lone Parent Families 1991-2001
Newfoundland and Labrador

	1991		1996		2001	
	Total	Women	Total	Women	Total	Women
With Children < 6 Years	2,135	91.6%	2,735	93.6%	3,750	88.0%
With Children 6-14 Years	3,075	83.1%	4,105	86.5%	4,995	83.3%
With Children 15-17 Years	1,020	77.0%	1,200	75.4%	1,520	73.0%
With Children <6 and 6-14 Years	1,035	90.3%	1,265	92.9%	975	87.2%
Children 6-14 and 15-17 Years	810	84.0%	845	82.8%	1,035	87.0%
Total	17,875	82.07%	20,485	84.16%	23,050	82.15%

Source: Newfoundland Statistics Agency

Table 11: Subsidized Housing March 31, 2003
Newfoundland and Labrador

	2002-2003	
	Total	Women
Single Parent Occupants	2,443	92.6%
One Person Occupants	1,840	74.8%
Total Units Occupied	6,442	65.9%
Approved Applicants Awaiting Housing (as of Aug 1, 2003)	505	64.7%

Source: Newfoundland and Labrador Housing Corporation

Table 12: Individuals Doing Unpaid Work
Newfoundland and Labrador

	1996		2001	
	Total	**Women**	**Total**	**Women**
Total Individuals	437,340	222,690	419,015	215,590
Childcare				
No Hours	60.76%	46.45%	62.55%	47.80%
Less than 5 hours	7.92%	46.62%	7.63%	48.18%
5 to 14 hours	9.59%	48.40%	8.72%	50.56%
15 to 29 hours	6.83%	54.33%	6.43%	54.59%
30 to 59 hours	5.54%	65.06%	5.33%	61.53%
60 hours or more	9.36%	75.24%	9.34%	71.43%
Housework				
No Hours	14.95%	34.17%	13.03%	35.62%
Less than 5 hours	15.92%	35.02%	16.56%	38.54%
5 to 14 hours	25.34%	43.53%	26.56%	45.68%
15 to 29 hours	19.06%	58.35%	20.54%	57.80%
30 to 59 hours	15.25%	70.02%	14.50%	68.20%
60 hours or more	9.47%	78.86%	8.81%	74.17%
Care for Seniors				
No Hours	83.95%	49.11%	81.57%	49.48%
Less than 5 hours	8.85%	56.43%	9.75%	55.65%
5 to 9 hours	3.63%	62.22%	4.44%	62.72%
10 hours or more	3.56%	68.20%	8.49%	67.84%

Sources: 2001 and 1996 Census

Table 13: Percentage of Population Aged 12+ by Frequency of Physical Activity by Gender
1998-1999 and 2000-2001
Newfoundland and Labrador

	1998-1999		2000-2001	
	Men	**Women**	**Men**	**Women**
Regular	55.5%	54.9%	51.1%	50.2%
Occasional	20.3%	20.4%	16.4%	18.2%
Infrequent	20.7%	22.0%	24.2%	28.5%

Source: Canadian Community Health Survey

Table 14: Percentage of Population Aged 12+ Who are Daily Smokers by Gender 1998-1999 and 2000-2001
Newfoundland and Labrador

	1998-1999		2000-2001	
	Men	Women	Men	Women
Daily Smokers	28.1%	21.1%	26.6%	23.3%

Source: Canadian Community Health Survey

Table 15: Percentage of Population Aged 20-64 Who are Overweight 1998-1999 and 2000-2001
Newfoundland and Labrador

	1998-1999		2000-2001	
	Men	Women	Men	Women
Overweight	46.01%	39.2%	47.9%	37.7%

Source: Canadian Community Health Survey

Table 16: Percentage of Population Aged 12+ With Various Conditions 2000-2001
Newfoundland and Labrador

	2000-2001	
	Men	Women
Probable Risk of Depression	2.9%	6.4%
Reporting Quite a Lot of Stress	14.4%	16.3%
Contacted Mental Health Professionals in Last 12 months	4.1%	7.1%

Source: Canadian Community Health Survey

Table 17: Percentage of Women Who Had Medical Examinations 2000-2001
Newfoundland and Labrador

	2000-2001
Women 18+ Who Had Breast Examinations Within the Last 12 Months.	45.9%
Women 18+ Who Never Had a Breast Exam	27.6%
Women 50-69 Who Had Routine Screening Mammogram Within the Last 2 Years	
Women 18-69 Who Had Pap Smear Within the Last 3 Years.	77.1%

Source: Canadian Community Health Survey

Table 18: Percentage of Female Deaths for Leading Causes of Death by Diagnosis 1995-2000 Newfoundland and Labrador

	1995	1996	1997	1998	1999	2000
Diseases of the Circulatory System	45.6%	46.8%	47.7%	47.0%	47.8%	46.3
Neoplasms	40.7%	44.7%	42.0%	44.4%	42.8	43.7
Diseases of the Respiratory System	35.5%	34.5%	40.1%	40.4%	40.1	36.1
Endocrine Diseases and Immunity Diseases	45.5%	52.0%	54.7%	54.7%	55.1	57.8
Injury and Poisoning / External Causes	23.2%	28.6%	31.8%	30.0%	32.6	31.3
Diseases of the Digestive System	45.8%	45.4%	49.7%	46.5%	50.4	44.8
Diseases of the Nervous System	58.3%	50.0%	54.2%	50.9%	52.7	61.6
Diseases of the Genitourinary System	48.1%	47.2%	44.7%	57.7%	53.2	54.4
Symptoms, Signs and Ill-defined Condition	44.9%	50.0%	56.6%	54.5%	62.7	79.1
Mental Disorders	61.4%	57.7%	53.6%	57.3%	55.1	53.8
Other	51.2%	48.6%	44.1%	46.5%	66.3	55.1

Source: Newfoundland and Labrador Centre for Health Information

Table 19: Sexually Transmitted Diseases 1996-2000 Newfoundland and Labrador

	1996		1998		2000	
	Total	Women	Total	Women	Total	Women
Reported Genital Chlamydia Cases	219	78.49%	375	78.40%	609	81.12%
Reported Gonorrhea Cases	2	0.00%	2	0.00%	5	20.00%
Reported Infectious Syphilis	0	0.00%	0	0.00%	0	0.00%
Reported HIV	10	20.00%	14	42.86%	3	0.00%
Reported AIDS	6	0.00%	9	33.33%	2	0.00%

Source: Department of Health and Community Services; Health Canada

Table 20: Participation of Women in Leadership and Decision Making Roles 2002-2003

	Male	Female	Percent Female
Federal Government			
House of Commons	235	63	21.1%
Cabinet	23	16	41.0%
Senate	64	34	28.8%
Provincial Government			
House of Assembly	40	8	16.7%
Cabinet	14	5	26.3%
Other			
Municipal Councillors	1,254	507	28.8%
Agencies Boards and Commissions	767	403	34.4%
Provincial Employees in Management Positions	706	275	28.0%
Regional Economic Development Boards	199	96	32.5%
Health Boards	99	81	45.0%
School Boards	107	41	27.7%

Sources: Various